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ABSTRACT

A study of 1980 Census data revealed the following about the position of Hispanics, and particularly Hispanic women, in New York State: (1) Hispanics are growing rapidly in size and political significance, with their population rising 23% in New York and 61.02% nationally; (2) the young age and high fertility rates of Hispanics guarantee that they will grow faster than any other ethnic group for several decades; (3) Hispanic families have significantly lower median incomes than Whites and Blacks in New York State; (4) more Hispanics live in poverty than do other groups, and this is especially true of Puerto Rican families; (5) female Hispanics with children are the most in need, having a median income that is only 43% of the comparable White group's income; (6) relatively fewer Hispanic than Black or White women are in the labor force; (7) working Hispanic women tend to have jobs with low pay and no futures; (8) Hispanic representation in industrial growth sectors needs to be increased; and (9) government, particularly State government, employs proportionally fewer Hispanic than White and Black women. These findings suggest some directions for State policy. First, the number of Hispanic women in the State workforce should be increased. Second, the utilization of preschool services by Hispanics should be researched and impediments to usage should be corrected. Third, a finer analysis of income differentials between Hispanics and Whites should be conducted and ways should be found to increase the median incomes of Hispanics. And finally, Hispanic political representation must be increased. (This report concludes with 14 statistical tables). (KH)

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HISPANICS AND HISPANIC WOMEN IN NEW YORK STATE

PAPER PREPARED FOR THE FIRST LEGISLATIVE RESEARCH CONFERENCE
JANUARY 21, 1984, ALBANY, NEW YORK

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SUMMARY

This paper presents a picture of the Hispanic population in New York State and of the Hispanic woman's position within that population. Where relevant, comparisons are made with Whites and Blacks in NYS. The comparisons are made to clarify the relative disadvantage of Hispanic women, and not to argue that White women or Blacks are advantaged. The tables and graphs generated are based on an analysis of 1980 census data. This picture shows that most NYS Hispanics find themselves in a position of considerable disadvantage. The purpose of this paper is to pursue solutions that will correct this situation. Specific recommendations are made at the conclusion of the paper.

Attention is drawn to the following points in this paper:

1. Hispanics are growing rapidly in size and political signficance. The population of Hispanics increased by 5.531 million between 1970-80 -- a jump of 61.02% in the U. S.; and it rose 23% in declining NYS.

2. That growth will continue. The young age and high fertility rates of Hispanics guarantees that they will grow faster than any other ethnic groups for several decades. This, combined with the smaller families and out-migration trends of Whites in NYS will make Hispanics a significant part of the future NYS electorate.

3. Hispanics recieve grossly inadequate or low incomes. Even after correcting for age of household head, Hispanic families have significantly lower median incomes than Whites and Blacks in NYS. In fact, Hispanic families have to have two workers to equal the income of White families with one worker.

4. More Hispanics live in poverty. A larger proportion of Hispanics live below the "official" poverty line than other groups. This is especially true for Puerto Rican families -- 38.6% of which are below the official poverty level in NYS.

5. Females Hispanics with children have the lowest relative income. Hispanic women, who are alone and with children are the most in need, having a median income that is only 43% of the comprobable White group.

6. Relatively fewer Hispanic women are in the labor force. With and without children, there are proportionately fewer Hispanic women in the labor force than White or Black women. The experience of Hispanic women who are working indicates that a great many are not only lowly-recompensed for their work but that they also experience unemployment at higher rates and for longer periods of time than other women.

7. Working Hispanic women tend to have jobs that have low pay and no futures. Those Hispanic women who do work outside the home are disproportionately "handling the mail" and "manning the machines."

8. There is a need to increase Hispanic representation in industrial

growth sectors. Hispanics are over-represented as workers in the diminishing manufacturing sector. There is a need for an increased work share of the "Professional and Related Specialties" sector, of the Construction Industry, of Communications, and Public Utilities,, and of the Public Administration Sector.

9. As an employer of last resort, government fails Hispanic women. Government, particularly at the state level, employs proportionately fewer Hispanic women as compared with White or Black women. In this regard, it does not serve as the employer of last resort for Hispanic women -- at least not to the same degree as it does for other groups.

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INTRODUCTION

This paper presents a picture of the Hispanic population in New York State, giving particular attention to the position of Hispanic women. 1980 Census data are used as a basis for the analysis. (See Methodological Note, Appendix B.) Where relevant data exists, comparisons are made with Hispanics in the nation. And for purposes of clarifying the relative position of Hispanics, comparisons are made with Whites and Blacks in New York State. Most of the information cited will pertain to NYS unless otherwise indicated.

In presenting this picture I hope to draw attention to the current situation of disadvantage within which most NYS Hispanics find themselves. Areas that are covered are (1) the size and significance of the Hispanic population in NYS and in the nation. (2) Hispanic Women (3) Income and Poverty and (4) Employment, i. e., labor force participation, work experience, employment sectors, occupations and government employment.

1. SIZE AND SIGNIFICANCE OF THE HISPANIC POPULATION

In 1979 the Census counted 1.659 million Hispanics living in New York State. Hispanic women comprised 52.82% of this total (or 876,425).(1) On a national level, the discovery of Hispanics as a "serious" ethnic group was prompted by the surge of counted Hispanics in the 1980 census. Hispanics as a national group grew by 5.536 million people -- an increase of 61.02%.(2)

Whatever the major reason for this increase, i. e., whether fertility, migration, immigration, better counts, lower mortality or increased self-identification as Hispanics, the fact remains that Hispanics grew at an astounding rate. The other fact remaining is that Hispanics will make up an increasingly larger proportion of the electorate--particularly if current rates of population growth continue.

If we examine the data for New York State we see similar implications for the future NYS electorate. Although Hispanics comprise only 9 1/2 % of the total NYS population, they comprise 15% of all NYS residents under 5, and 12% of those under 19.(3) If current trends among Whites (of smaller families and of migration to other states) continue, the Hispanic population, as a proportion of the population in NYS, can be expected to grow even more.(4)

But the signficance of Hispanics is not just the future, it is today. For Hispanics are significantly at a disadvantage in NYS in terms of income and jobs. Hispanic women are at an even greater disadvantage. Let us look first at who are the Hispanic women in NYS.

2. HISPANIC WOMEN

Not too surprisingly (given previous migration patterns) Puerto Rican women account for 59% of all Hispanic women in NYS (See Figure 1). What is surprising, however, is the fairly large number of women of "Other Spanish"origins --34% of all Hispanic women in New

York State.(5) The national origins pattern for Hispanic women differs from the pattern depicted in Figure 1. As might be expected, at the national level, Mexican women predominate accounting for 59% of all Hispanic women in the nation.
(See Figure 1A)

MEDIAN AGE AND FERTILITY RATES

In NYS, the median age and fertility reates of Hispanic women vary considerably depending on country of origin. (See Table 1) For example, Puerto Rican women in NYS have a median age of 24.9 while Cuban women have a median age of 41.3. However, with the exception of Cuban women , all Hispanic women have median ages below that of Black (28.8) and White (35.7) women in NYS. The fact that Hispanic women tend to be younger has implicatons for population growth as a larger proportion are in the child-bearing years. If we look at fertility rates, (Table 2) we find that the fertility rates of Hispanic women are also considerably higher than other women at all age groups.

3. INCOME AND POVERTY

It will come as no surpise that the median income of Hispanics in NYS is less than that of Whites or Blacks. What is surprising is the extent of difference -- even after one controls for age. Figure 2 show the median income (in dollars) of Hispanics relative to Whites by age group. Figure 3 shows the "income gap" between Hispanics and Whites in NYS by age group. As both these figures show, the discrepancy between what Whites earn and what Hispanics earn is astounding. The gap is narrowed with increasing age, but Hispanic income is still only 52.73% of what whites earn during prime-earnings years, i. e., 45-54 years of age. (The income gap of Blacks -- to Whites -- narrows somewhat more by this age period, but it too is still only 62% of White income.)

The discrepancy in income between Whites and Hispanics is brought home quite poignantly when we look at families and the number of workers in each family. (See Table 3) Table 3 indicates that Hispanic families must have two workers to earn the equivalent of what a White family with one worker earns.

FAMILY SIZE

The number of persons per family is considerably larger in Hispanic famiies (3.57) as compared with White families (3.23). If we look at the number of persons per household we find that the difference is even greater: 2.09 for White households and 3.09 for Hispanic households. Thus family and household composition further delineate income differences. In essence, there is "less for more" among Hispanics.(6)

POVERTY

The picture of "official" poverty is starkly illuminated in Figure 4. This figure indicates the proportion of Hispanics, Blacks, and Whites below the poverty level in 1979. The left side of the graph also indicates the proportion of Hispanics in poverty by

nationality -- here we see that the proportion of Puerto Ricans in poverty was a startling 38.6%.

HISPANIC WOMEN ALONE AND WITH CHILDREN

Hispanic women who have children and head their own homes are perhaps the most disadvantaged with regard to income. Those with very young children earned in 1979 a median income of $4120, those with older children a median income of $4772. As Figure 5 shows the median income of Hispanic women who head their own households is significantly less than that of White women in similar situations ($5,483 vs. $12,785).

As children get older, the income of White female heads improves. This does not appear to be as much the case for Hispanic women. (See Figure 5) Ironically, it is the Hispanic woman who is alone and does <u>not</u> have children under 18 who appears to enjoy a better income situation--median income for this group is $9,440. White women in this same situation are also better off with regard to income -- their median income is $16,838.

FEMALE HEADED HOUSEHOLDS

The proportion of Hispanic women in NYS who head their own families is quite high: 36% as compared with 12% for White women and 44% for Black women.(7) But whether Hispanic women are alone or in married couple families, the facts remain the same; Hispanic women tend not to be the recipients of very much income. Why?

4. <u>EMPLOYMENT</u>

What does the employment picture tell us about the low incomes of Hispanic women? How many Hispanic women are working? For how long? What do Hispanic women do to earn a living? What are the conditions of employment?

LABOR FORCE PARTICIPATION

Let us look first at whether Hispanic women are working or looking for work. The 1980 Census tells us that, of all Hispanic women 16 and over in New York State, only 42.5% are participants in the civilian labor force. Of this group, 11.38% were unemployed. This is almost double the unemployment rate for White women (which is 6.21%).(8) Perhaps most illustrative of the Hispanic woman's paid-work situation is the proportion of women who are <u>not</u> working or looking for work. Figure 6 shows non-participation rates by country of origin. It is clear from this figure that Hispanic women vary considerably on this score, from a high of 64.7% of Puerto Rican women who are not in the labor force to a low of 47.0% for Cuban woman.

The presence of children impacts on women's decision to work. This appears to be the case for Hispanic women with very young children -- only 31% of Hispanic women with children under 6 years of age are labor force participants.(9) As children get older many women return to the labor force. This appears to be the case for White and

Black women (with children 6-17) -- 60% and 67% of whom are participants in the labor force. For Hispanic women with children 6-17, only 45% are labor force participants.

Thus, what the data tell us is that relatively few Hispanic women with children under 6 are working or looking for work; if the children are older (6-17), more Hispanic women participate in the labor force, but not to the same degree as White and Black women who also have children in this older age group. Given the differences in labor force participation rates of Hispanic women as compared with other women in NYS, and given trends in the national workforce toward what some have called a "pink-collar" (as opposed to blue or white-collar) work force, the non-participation rates of Hispanic women are unusual.

CHILDREN UNDER FIVE IN SCHOOL

Of interest in this regard is the fact that a larger proportion of the Hispanic population is under five -- 10% as compared with 5 and a half percent of the White and 8% of the Black populations.(10) Yet, there are proportionately fewer Hispanic children under five in school. (See Figure 7 which shows 23.9% of Hispanic children under five and 37.9% of White and 39.6% of Black children under five attending school.) To the extent that school (for those under five) serves as a day care arrangement for working parents, the question arises, why aren't more Hispanic children under five in school?

Is it a question of geographical accessibility, a cultural preference for "harboring" children under five at home, culturally alienating day care structures, monetary requirements, lack of knowledge or information about schools? This is an area worthy of further, sensitive, investigaton. Placing children in school prior to age five should remain a personal, non-coerced choice to all concerned.

THE EXPERIENCE OF WORKING WOMEN

What is the experience of those who <u>are</u> in the labor force? We know that less than half (49%) worked a full 50-52 weeks a year in 1979, and that only 42% were working full-time. More importantly, fully 28% experienced unemployment in 1979, and of this group 12% were unemployed for at least 15 weeks or more.(11) (This is as compared with 20% of White women who experienced some unemployment, 7% of whom were unemployed for 15 weeks or more.) Thus, the work experience of Hispanic women appears not only lowly-recompensed, but also unstable -- a rather uninviting prospect.

What are the structural factors that impinge on the work situation of Hispanic females? To what extent are the job sectors where Hispanics work impacted by structural factors that depress wages, cause instability of job tenure, and fewer paid work hours? It is important to research these questions, particularly as they apply in NYS. NYS has been much affected by sectoral declines, out-migration of industries, blue-colar structural unemployment,

foreign competition of NY-produced goods, general population loss, and rapid redefinition of jobs through computerization, automation and robotization.

EMPLOYMENT SECTOR

But let us turn again to the "picture" to ascertain where Hispanics are employed. Although data were not available to me from the 1980 census on Hispanic women's sectoral employment, there are data available for all Hispanics in NYS. Figures 8A and 8B indicate that the largest number of Hispanics are still to be found in manufacturing (30%), particularly in the declining textile industy. Indeed, 55% of all Hispanics working in the non-durable manufacturing sector are in the textile area.

A significant number are also to be found in the (generally lowly-paid) retail trade area (14.01%),with Hispanics in "Eating and Drinking Places" accounting for 34% of employment in this sector. The entry of particularly male Hispanics into the Restarant and Hotel industry as waiters, cooks and dishwashers was established early as an employment pattern and it still persists.

But there are also encouraging numbers in the "Professional and Related Services" area (17.06%), particularly working in the "Hospital" (6.08%) and "Education" (4.50%) arenas. There are also significant numbers of Hispanics in the "Insurance, Real Estate and Other Finance" areas (6.09%). Here working conditions, i. e., steady employment, consistent salary increases, and clear opportunity structures may be more favorable.

Lastly, the Transportation sector accounts for 5.4% of Puerto Rican employment, and the "Business and Repair Services" sector accounts for another 5.69%.

Thus, when we compare the distibution of Hispanics and Whites by employment sector (See Figures 8A & 8B) it is evident that there is a predominance of Hispanics in the declining manufacturing sector and an under-representation of Hispanics in "Professional and Related Services." There is also need for an increased work share of the construcion industry, the communications and public utilities area, and public administration. But the more important question is what kinds of jobs do Hispanic women hold in these sectors.

OCCUPATIONS

If we ignore for a moment gender inequality and focus on the position of Hispanic women relative to White women in NYS we find some common patterns, as well as some interesting contrasts.(See Figure 9) In general Hispanic women follow the pattern of White women in NYS in that more women are working in the "Technical, Sales and Administrative Support" occupations than in any other occupational area. However, White women are a great deal more concentrated here (50%) than Hispanic women (39%).

Hispanic women are also to be found working in "Service" occupations (17%) and as "Operatives" (28%) to a much greater degree than White women (14% and 8% respectively). In the "Operatives" category Hispanic women still "man" or "tend" the non-precision machines in signficant numbers -- 20% of the Hispanic female work force being employed at these tasks as compared with 4% of White

women.

The last major area of contrast is in the "Managerial and Professional Specialty" occupations. Proportionate to their respective work forces, there are twice as many White women employed (26%) in this area as Hispanic women (12%). A closer analysis of this category indicates a signficantly higher proportion of professional White women employed as "Teachers, Librarians, and Counselors" (32.09%) as compared with Hispanic professional women (26.35%) of whom are employed in these occupations.

Within this same category, there also appear to be a higher proportion of Hispanic women professionals who are "Health Diagnosers", i. e., physicians, dentists, veterinarians, optometrists, podiatrists and other practitioners as compared with White women professionals (.93%). In both groups, however, the proportions occupied in this area are quite small.

Lastly, a slightly higher proportion of professional Hispanic women are working at "Management related" occupations (13.29%) and as "Officials and Administrators" (1.48%) as compared with 9.95% and .965% (respectively) of professional White women. Thus, it appears that although the numbers and the proportion of Hispanic women professionals are small, a signficant number of the professional Hispanic women who are working have succeeded in increasing their representation in traditionally male dominant occupations.(12)

Closer analysis of the "Sales" occupations and of the "Technical, Sales and Administrative Support" occupations also reveals some interesting but more predictable comparisons. For example, within the "Sales" category although the bulk of both Hispanic and White women are to be found as sales workers in "Other Sales" occupations, larger proportions of White women are in "supervisory and sales representative" positions as compared with Hispanic women. Conversely, a larger proportion of Hispanic women are employed as cashiers. This pattern which conforms to the income differentials described earlier with regard to Hispanic and White women is also found when we examine more closely occupations in te administrative support area. There are proportionately fewer Hispanic women as computer operators, in financial records, as secretaries and typists and proportionately more handling the mail.

OCCUPATIONS OF HISPANIC WOMEN IN NYS AND IN THE NATION

There is one last point to be made with regard to the Hispanic female labor force in NYS and that is how similar it is to the Hispanic female labor force in the nation. Those differences that exist are minor and can in most cases be attributable to differences in industrial-urban residence. For example, a slightly higher concentration of NYS Hispanic women are machine operators (20.32% vs. 17.87% of all Hispanic women in the nation.) and in the Administrative Support positions (29.60% vs. 25.93%). A slightly higher proportion of Hispanic women in the nation (20.27%) employed in service jobs as compared with Hispanic women in NYS (16.66%). But on the whole, both labor forces were roughly 1/12 white collar professional, under 2/5 technical and sales, 1/5 service and roughly 1/4 blue-collar.

GOVERNMENT EMPLOYMENT

Census data indicate that Hispanic women are not to be found employed by state government to the same degree that Black or White women are. (See Table 5) That is, a lower proportion (3.04%) of the Hispanic work force is employed by state government as compared with 4.79% of White and 6.68% of Black women. This is clearly an area that can be addressed with strong affirmative action programs.

Local government employs a larger proportion of all groups. Although local government employs 11% of the Hispanic female work force, it employs even larger proportions of the Black female labor force (18.23%) and of the White female labor force (12.54%).

The federal government lags behind employing 2.10% of White, 3.07% of Hispanics and 5.39% of the Black Female labor force. Previous studies have shown Hispanics to be under-represnted at all levels of government. These more current figures indicate that government has not served as the "employer of last resort" for Hispanic women to the same degree that it has filled this role for other groups.

POLICY RECOMMENDATIONS

There are some obvious and direct policy recommendations that flow from this analysis.

1. State government should increase the number of Hispanic women in its work force.
2. Utilization of pre-school services by Hispanics should be researched and structural impediments to usage should be corrected.
3. A finer analysis of income differentials between Hispanics and Whites should be conducted and ways found to increase the median incomes of Hispanic men and women.
4. Given the present and future changes in the state electorate, Hispanic represenation at all political levels should be increased so that specifically Hispanic can be addressed, as well as the general situation of Hispanics.

FOOTNOTES

1. GENERAL POPULATION CHARACTERISTICS, CHARACTERISTICS OF THE POPULATION, NEW YORK, PC80-1-B34, TABLE 24.

(2) PERSONS OF SPANISH ORIGIN BY STATE: 1980. SUPPLEMENTARY REPORT. 1980 CENSUS OF POPULATION, PC80-S-1-7, P. 12, U. S. DEPT. OF COMMERCE, BUREAU OF THE CENSUS.

(3) Similarly, Blacks constitute 17% of the NYS population under 5 and 16% of the population under 19. GENERAL POPULATION CHARACTERISTICS, Op.Cit. ,TABLE 24.

(4) There has been some migration of Hispanics to other states, particularly New Jersey and Conneticut; however, Hispanics in NYS grew by 23% between 1970 and 1980.

(5) Because of changes in wording in the 1980 and 1970 censuses, comparisons cannot be made to ascertain growth in this category.

(6) 1980 Census. CHARACTERISTICS OF THE POPULATION, GENERAL SOCIAL AND ECONOMIC CHARACTERISTICS, NEW YORK, PC80-1-C34, Table 99.

(7) 1980 Census. Op.Cit. PC80-1-B34. Table 24.

(8) 1980 Census. Op.Cit. PC80-1-C34, Table 101.

(9) 50% of Black women and 36% of White women in NYS with children under 6 are in the labor force. 1980 Census, Op.Cit. PC80-1-C34, Table 101.

(10) 1980 Census. Op. Cit. PC80-1-C34, Table 99.

(11) 1980 Census. Op.Cit. PC80-1-C34, Table 101.

(12) 1980 Census. Op.Cit. PC80-1-C34, Table 102.

(13) DETAILED OCCUPATION AND YEARS OF SCHOOL COMPLETED BY AGE, FOR THE CIVILIAN LABOR FORCE BY SEX, RACE AND SPANISH ORIGIN: 1980. PC 80-S1-8. U. S. DEPT. OF COMMERCE, BUREAU OF THE CENSUS, TABLE 1.

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TABLE 1

MEDIAN AGE AND FERTILITY RATES OF HISPANIC WOMEN IN NYS

	MEX	PR	CUB	OTHR SP
MEDIAN AGE	26.3	24.9	41,3	27.7
CHILDREN EVER BORN TO WOMEN:				
15-24	316	506	185	346
25-34	1601	1879	1025	1497
35-44	2768	3040	1894	2375

SOURCE: 1980 CENSUS. PC80-1-C34, TABLE 99.

TABLE 2

NYS FERTILITY RATES PER 1000 WOMEN

CHILDREN EVER BORN TO WOMEN:	TOT SP	WHITE	BLACK
15-24 YRS.OLD	437	159	426
25-34 YRS.OLD	1706	1193	1633
35-44 YRS.OLD	2732	2353	2650

SOURCE: 1980 CENSUS. PC80-1-C34, TABLE 99.

NYS MEDIAN INCOME BY NUMBER OF WORKERS IN FAMILY

	TOTAL	SPANISH	WHITE
ONE WORKER		$10,705	$18,853
TWO WORKERS		$18,556	$25,562
THREE WORKERS		$26,070	$34,566
ZERO WORKERS		$ 4,041	$ 9,018

SOURCE: 1980 CENSUS. PC80-1-C34, TABLE 103.

TABLE 3

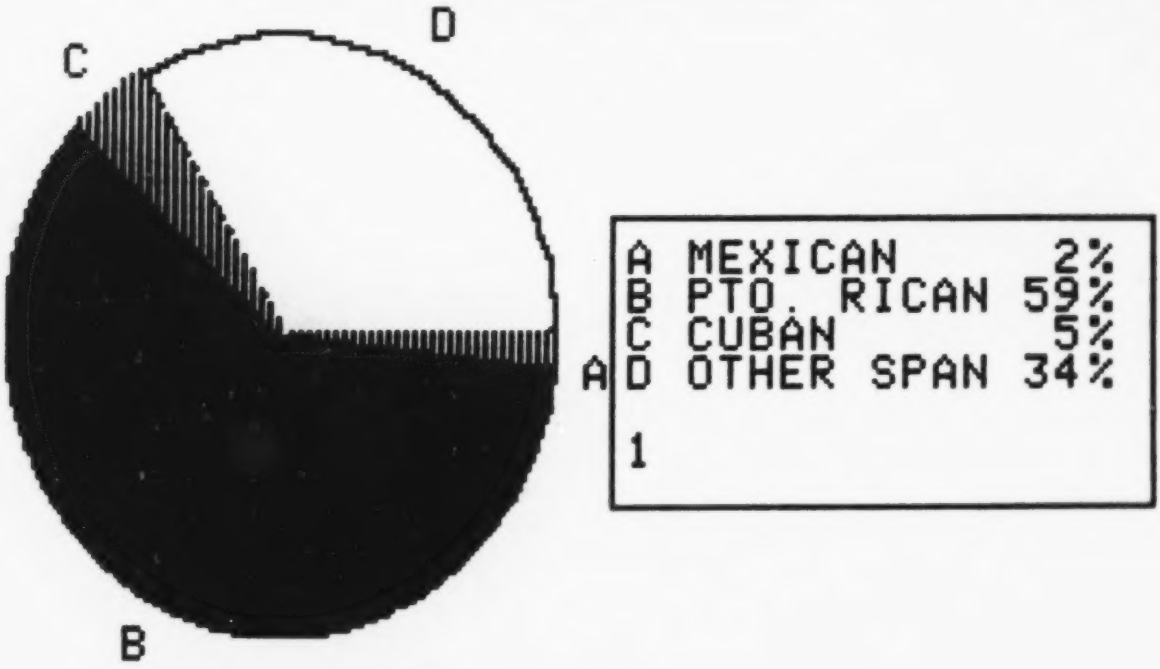
EMPLOYMENT SECTOR OF NYS WOMEN

WOMEN 16 & OVER	TOT SP	%	WHITE	%	BLACK	%
PRIV WAGE & SAL	192,218	82.24	1,910,567	76.22	296,985	67.63
FED GOVT	7,171	3.07	52,380	2.10	23,685	5.39
STATE GOVT	7,106	3.04	119,345	4.79	29,356	6.68
LOCAL GOVT	23,788	10.18	312,719	12.54	80,067	18.23
SELF-EMPLYD	2,930	1.25	82,232	3.30	4,672	1.06
UNPAID FAM WRKR	508	.22	16,293	.65	373	.08

SOURCE: 1980 CENSUS. PC80-1-C34, TABLE 101.

TABLE 4

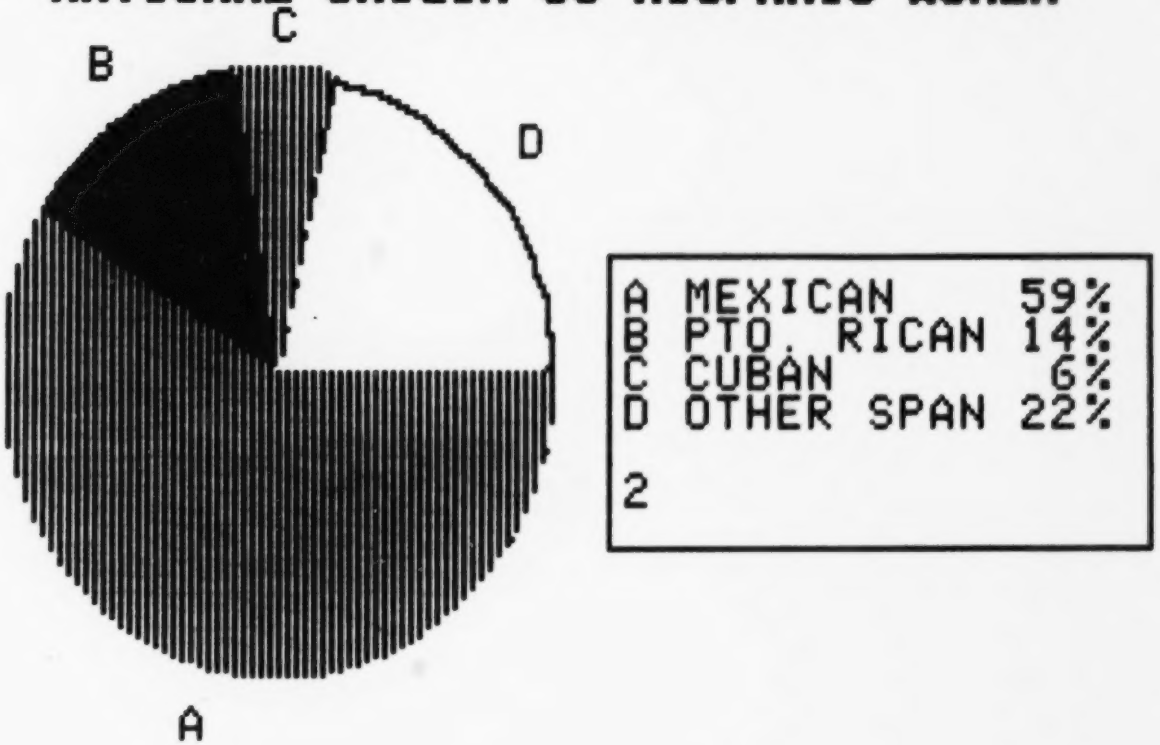
NATIONAL ORIGIN



HISPANIC WOMEN IN NYS
SOURCE: 1980 CENSUS, PC80-1-B34,
TABLE 24.

FIGURE 1

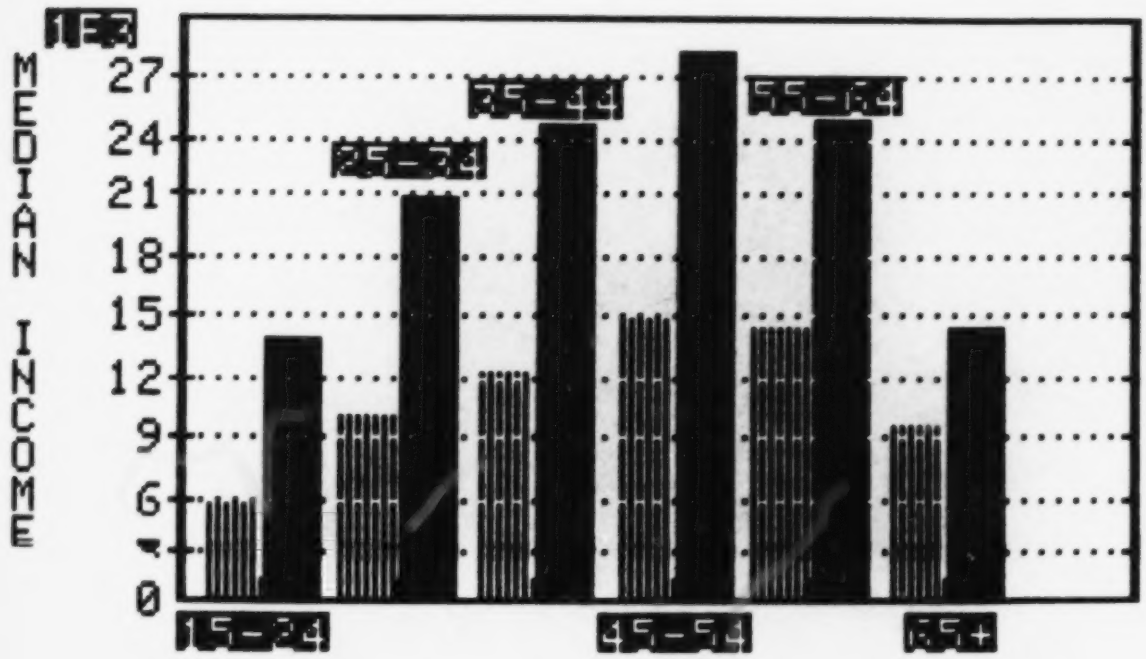
NATIONAL ORIGIN US HISPANIC WOMEN



SOURCE: 1980 CENSUS. PC80-1-B1, TABLES 48 AND 49.

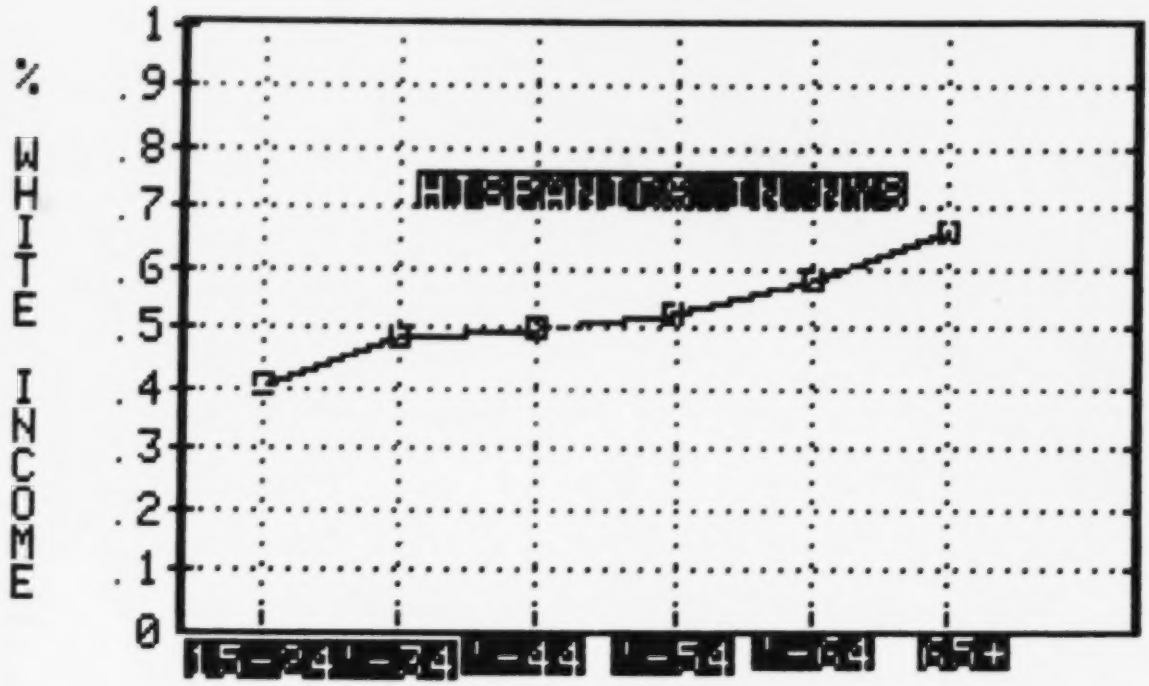
FIGURE 1A

FIGURE 2



HISPANIC & WHITE AGE GROUPS
SOURCE: 1980 CENSUS. PC80-1-C34,
TABLE 103.

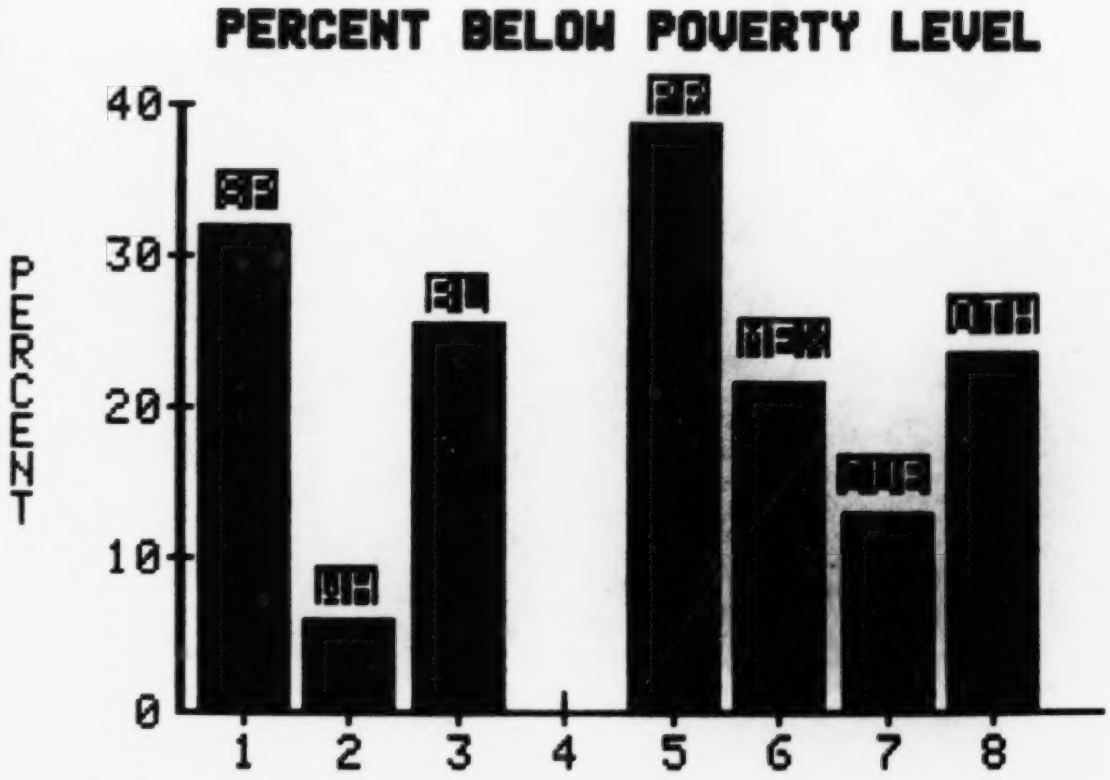
INCOME GAP



AGE GROUPINGS

SOURCE: 1980 CENSUS, PC80-1-C34, TABLE 103.

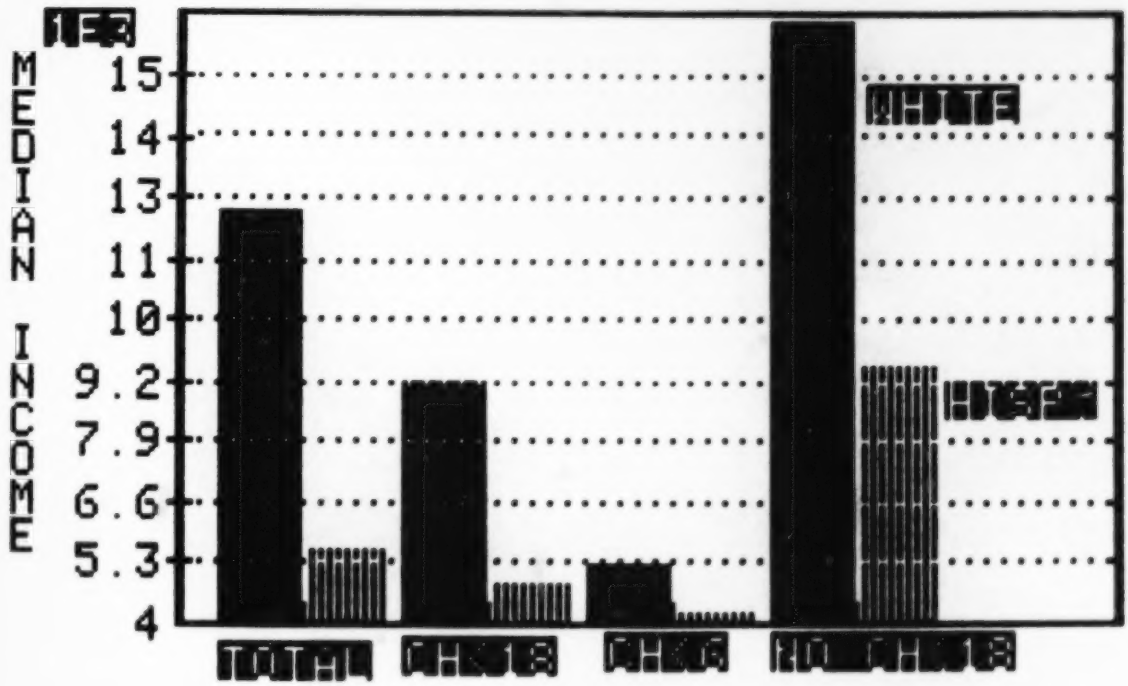
FIGURE 3



SOURCE: 1980 CENSUS. PC80-1-C34.
TABLE 104.

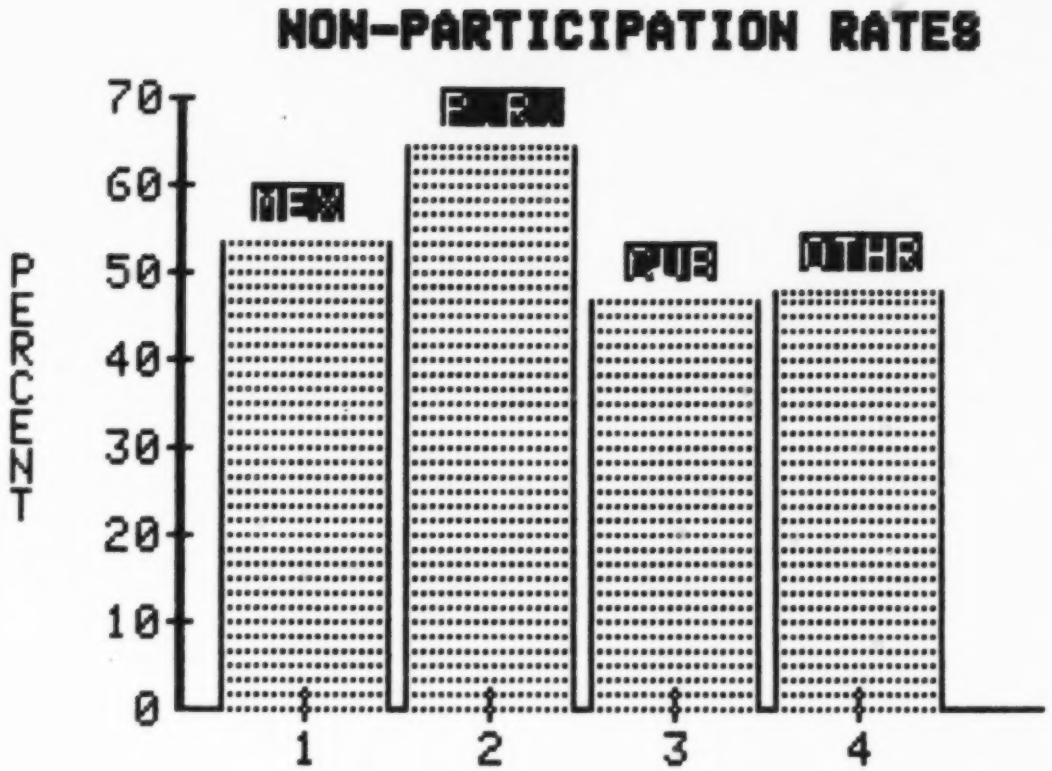
FIGURE 4

INCOME OF FEMALE HOUSEHOLDERS



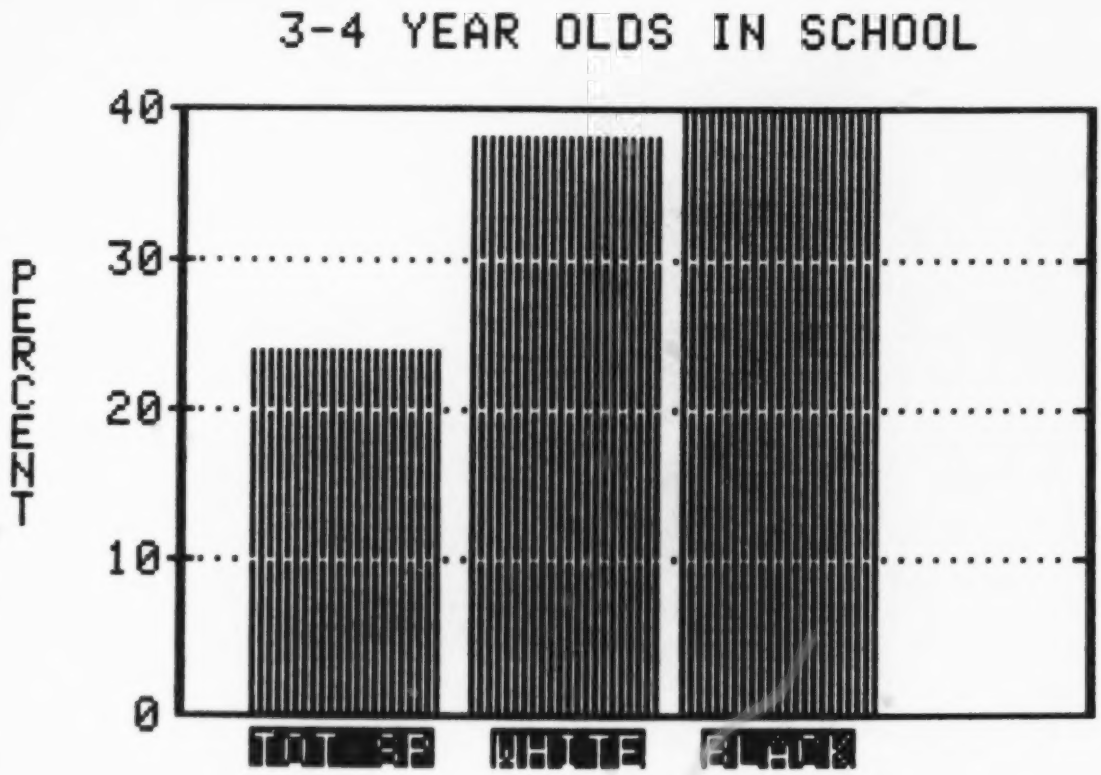
SOURCE: 1980 CENSUS, PC80-1-C34, TABLE 103.

FIGURE 5



HISPANIC WOMEN IN NYS
SOURCE: 1980 CENSUS. PC80-1-C34,
TABLE 101

FIGURE 6



SOURCE: 1980 CENSUS, PC80-1-C34, TABLE 99.

FIGURE 6

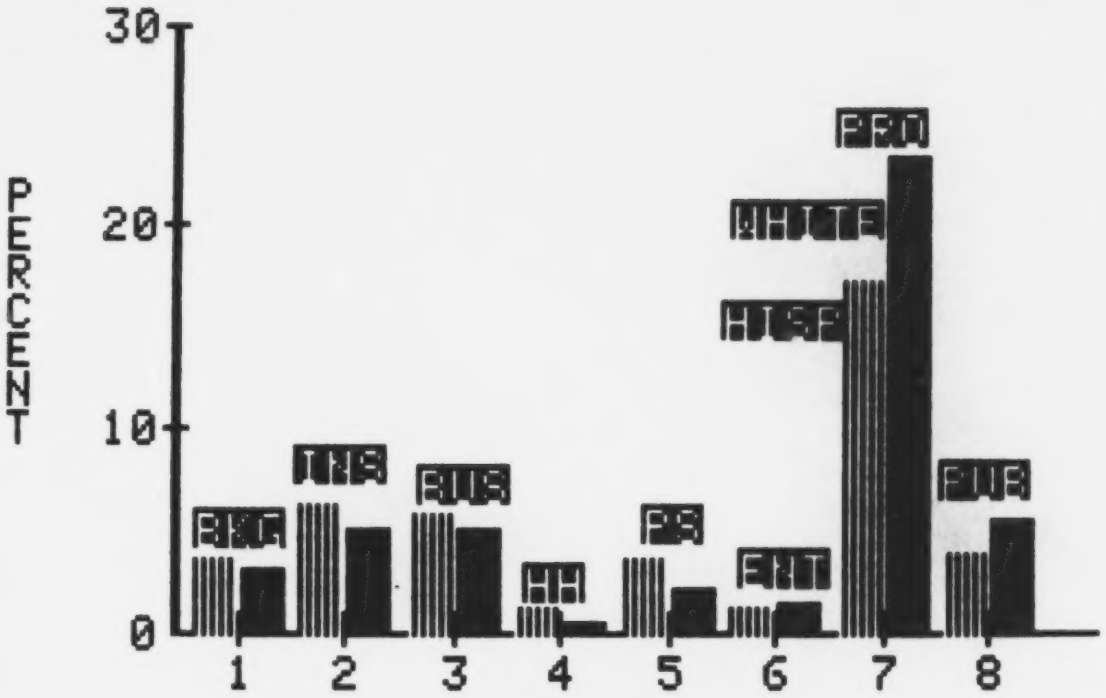
NEW YORK STATE INDUSTRIES I
SOURCE: 1980 CENSUS.PC80-1-C34.
TABLE 101. HISPANICS & WHITES

LEGEND:

AG	AGRICULTURE, FORESTRY AND FISHERIES
MNG	MINING
CON	CONSTRUCTION
MFG	MANUFACTURING
TRN	TRANSPORTATION
COM	COMMUNICATIONS AND OTHER PUBLIC UTILITIES
WHS	WHOLESALE TRADE
RET	RETAIL TRADE

FIGURE 8A

INDUSTRY WHERE EMPLOYED II

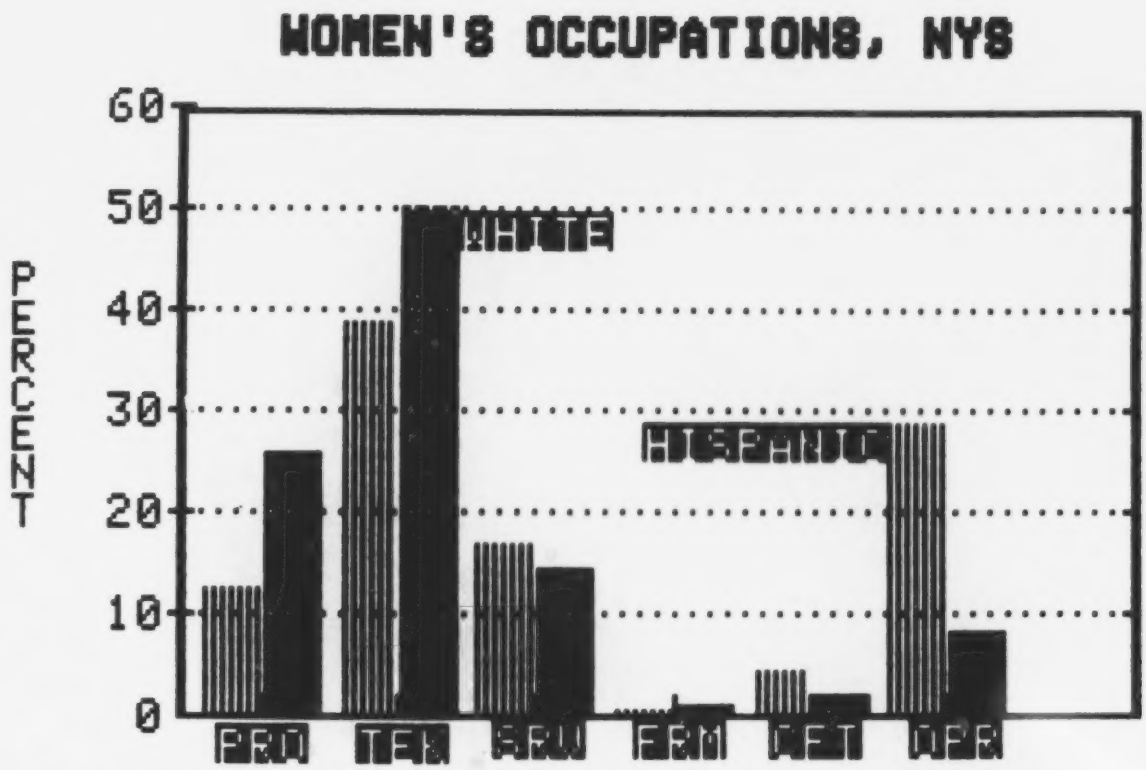


NYS INDUSTRIES
SOURCE: 1980 CENSUS. PC80-1-C34.
TABLE 101.

FIGURE 8B

LEGEND:

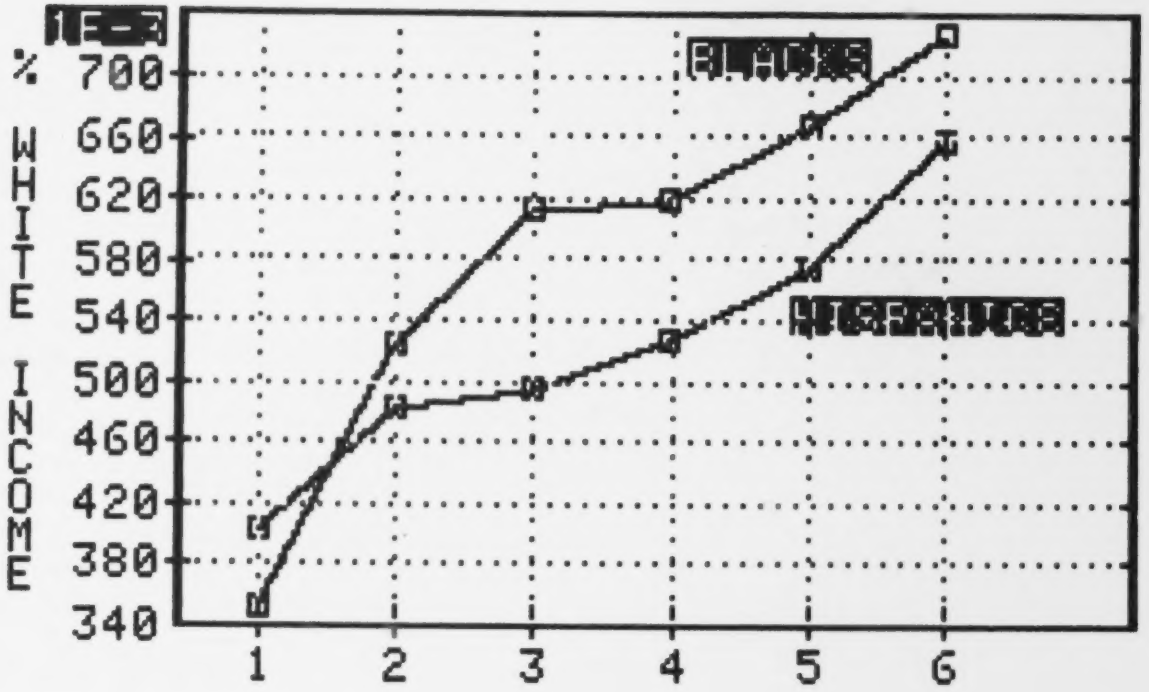
BKG	BANKING AND CREDIT AGENCIES
INS	INSURANCE, REAL ESTATE AND OTHER FINANCE
BUS	BUSINESS AND REPAIR SERVICES
HH	PRIVATE HOUSEHOLDS
PS	OTHER PERSONAL SERVICES
ENT	ENTERTAINMENT AND RECREATION SERVICES
PRO	PROFESSIONAL AND RELATED SERVICES
PUB	PUBLIC ADMINISTRATION



SOURCE: 1980 CENSUS, PC80-1-C34, TABLE 102.

FIGURE 9

BLACK & HISP INCOME GAP BY AGE



▫ B/W INC RATIO
1980 CENSUS. PC80-1-C34,
TABLE 103.

LEGEND:

1	15-24 YEARS OF AGE
2	25-34 YEARS OF AGE
3	35-44 YEARS OF AGE
4	45-54 YEARS OF AGE
5	55-64 YEARS OF AGE
6	65+ YEARS OF AGE

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